



Your NPR® Station

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**EEO Public File Report
WMRA / WXJM / WEMC (LMA) Employment Unit**

June 1, 2018 – May 31, 2019

i. Full time vacancies filled during this period:

one

ii. Recruitment Sources utilized during this period:

Program Director S1232

Source	Organization	Contact	Website	phone
HR	JMU Job Link (HR)	Alicia Proctor	http://www.jmu.edu/humanresources/employment/faq.shtml	(540) 568-7203
COVA	Commonwealth of Virginia Jobsite	Natasha Butler	https://jobs.agencies.virginia.gov	(540) 568-6165
PIPE	US Military Pipeline	Natasha Butler	http://usmilitarypipeline.com	(540) 568-6165
HACU	Hispanic Association of Colleges and Universities	Beth Aldrich	hacu-list@jmu.edu	(540) 568-6165
HBCU	Historically Black Colleges & Universities listserv	Beth Aldrich	hbcu-list@jmu.edu	(540) 568-6165
VEC	Virginia Employment Commission	Natasha Butler	https://www.vawc.virginia.gov/vosnet/Default.aspx	(540) 568-6165
VAB	Virginia Association of Broadcasters	VAB	http://www.vabonline.com/jobs/default.asp	(434) 377-3716
WMRA	Radio Station WMRA Website	Martin Mayiani	http://www.wmra.org	(540) 568-4045
CPB	Corporation for Public Broadcasting - Jobline	Diane Blair	http://www.cpb.org/jobline/index.php	(202) 879-9600
CUR	Publicmediajobs.com CURRENT (newspaper)	Web Form	http://jobs.current.org	(202) 463-7055
DEI	Greater Public (formerly DEI)	Doug Eichten	http://www.greaterpublic.org	(888) 454-2314

iii. Recruitment Sources referring hiree during this period:

**Program Director
CPB Jobline**

iv. Persons (sources) interviewed for full-time vacancies during this period:

**Program Director
Qty (3) CPB Jobline
Qty (3) Indeed (Employment listing aggregator website)
Qty (1) JMU JobLink**

Note: Sources identified as reported by interviewees

v. **Initiatives undertaken pursuant to Section 73.2080(c)(2) during this period:**

Event: 2018/2019 WXJM Scholarship Program

Dates: September 2018 – April 2019

Organizer: Internal

Staff: Tom DuVal (WXJM Advisor), and William Fawcett

Awarded 3 scholarships to James Madison University students involved with our student-station WXJM. These students will gain hands-on practical experience in broadcast management through their participation in the WXJM management team, and will be mentored by professional staff.

JMU also provides unpaid opportunities in radio broadcasting, production, promotion, sales and management to approximately 60 students per year at WXJM.

Event: 2018/2019 SMAD Scholarship Program

Dates: April, 2019

Organizer: JMU (Licensee) - School of Media Arts and Design

Awarded 14 scholarships to James Madison University students studying in the School of Media Arts and Design. These scholarships were awarded from 11 scholarship programs providing in excess of \$30,000 in support for students. Although many of the specific awards are broad in scope, the school has many graduates who have pursued broadcasting as a career. Several of the scholarships were journalism specific.

Event: JMU SMAD Banquet – Keynote Address

Dates: April 11, 2019

Organizer: JMU (Licensee) - School of Media Arts and Design

Staff: School of Media Arts and Design

Keynote address to students in the School of Media Arts and Design at JMU by Katrina Purcell, the Head of Program Management for Media Technology at Bloomberg, L.P. Purcell spoke about the importance of networking and mentors in gaining employment opportunities in media.

Event: Professional Development

Dates: April 6, 2019

Organizer: Macroock Festival and WXJM Staff

Staff: Delaney Keefe and Atika Chada

Originally known as the "Mid-Atlantic College Radio Conference", MACROCK owes a lot to College Radio (and WXJM) as an entity. But, many don't see College Radio as an important staple of DIY and indie music at large today, evidenced by articles like "Does College Radio Even Matter Anymore?" released by Pitchfork in February of 2017. Panelists from College radio stations across Virginia addressed questions about the current state of college radio, where it has come from, and where it seems to be going.

Panelists:

Delaney Keefe— is the current General Manager of WXJM.

Atika Chadha— is the Program Director of WXJM.

Nathan Moore—is the General Manager of WTJU in Charlottesville, VA

Marielle Jones—is a "Super-volunteer" with WDCE in Richmond, VA.

Event: JMU Student Org Night.

Dates: August 31, 2018

Organizer: JMU (Licensee)

Staff: WXJM management team.

Set up a table at this event to promote interest in college radio. WXJM serves as an entry-level experience into radio for many students.

Event: Student Internship - WMRA

Dates: 2018/2019 Academic Year

Organizer: Internal

Staff: Matt Bingay

Student Intern – Public Relations / Political Communications

**Researched, wrote and published political information related to candidates in the 2018 Virginia and Federal elections.
Published 25 web articles outlining candidate positions, district details, voting information, and election results.**

For Credit / JMU (120 hours)

Event: Student Internship - WMRA

Dates: 2018/2019 Academic Year

Organizer: Internal

Staff: Chris Boros

Student Intern – News

Assisted Program Director with interviews. Researched Interview topics, booked interview time with guests, created proposed questions, assisted with recording and editing interviews. Also visited guests in the field to capture photos and video for web posts.

Not for Credit (40 hours)

Event: Student Internship - WMRA

Dates: 2018/2019 Academic Year

Organizer: Internal

Staff: Bob Leweke

Student Intern –News

Gathered daily newscast stories, edited those stories and distributed to ME and ATC hosts. Reported and produced six feature stories for broadcast on WMRA. Researched and wrote political information related to primary candidates in the 2019 Virginia and Federal elections.

For Credit / JMU (120 hours)

Event: Student Internships - WXJM

Dates: 2018/2019 Academic Year

Organizer: Internal

Staff: Delaney Keefe and WXJM Second Line

Student Interns – Operations (6)

This program is designed to give interns hands on experience in the processes involved with operating and working at a college radio station. The program will span the entirety of each JMU semester, with an expected time commitment of 5 hours per week. Interns will work 2 hours each week with the General Manager, and will complete the rest of their hours through weekly partnerships with second line teams or CD review. Second Line team support assignments (Database Management, Music Directors, Publicity/Media, Member Outreach and Education, WXJM Live, Events) will be based on personal interest and skills.

Not for credit (65 hours each) (390 hours total)